United Nations E/CN.17/2006/5/Add.6

# Economic and Social Council

Distr.: General
29 November 2005

Original: English

**Commission on Sustainable Development**
**Fourteenth session**
1-12 May 2006
Item 3 of the provisional agenda*
**Thematic cluster for the implementation cycle 2006-2007**

## Discussion papers submitted by major groups

### Note by the Secretariat

**Addendum**

## Contribution by workers and trade unions**

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* E/CN.17/2006/1.

** The views and opinions expressed do not necessarily represent those of the United Nations.

05-62063 (E) 091205

# I. Introduction

1. Trade unions are pleased to participate in the present review of progress towards the outcomes of Agenda 21 and the 2002 World Summit on Sustainable Development as they relate to energy for sustainable development, industrial development, air pollution and atmosphere, and climate change. Delegations at the fourteenth session of the Commission on Sustainable Development are led by the International Confederation of Free Trade Unions (ICFTU), the Trade Union Advisory Committee (TUAC) to the Organization for Economic Cooperation and Development (OECD) and the global union federations (GUFs), all together speaking for over 155 million members in 148 countries and territories.

# II. Establishing a focus for review at the fourteenth session of the Commission on Sustainable Development

2. Industrial development and energy are basic to human life on earth and have made possible a quality of life, in certain parts of the world, that earlier generations could only dream about. This progress has come at a high price in human and ecological terms, however. We are just beginning to appreciate the extent to which current patterns of industrial activity, including energy production and consumption, are unsustainable in terms of the three pillars of sustainable development, economically, socially and environmentally. Workers and trade unions come to this session of the Commission with the belief that the world is facing serious threats. However, we also come prepared to make a difference, with respect to both the review and the search for solutions. Workers witness firsthand the environmental costs of current patterns of development. They see the damaging effects of chemicals and toxic and harmful substances that are used in or produced by industrial activity, and they know that demands on energy, land and forests are outstripping the planet's natural capacity. They appreciate that global biodiversity is being lost and that they are part of the industrial activity that is contributing to the shortages, contamination and stress to our world's water sources and the increasing damage to marine and coastal areas.

> A year of extreme weather events presented clear indications of our increasing pressure on the planet while a devastating tsunami revealed our continuing vulnerability. An unprecedented rise in carbon dioxide levels coincided with stronger evidence of melting glaciers and ice caps. Alarming surveys of the rates of species loss converged with studies showing just how hard our numbers and consumption are pressing on the planet's capacity to supply our needs.
>
> *Source:* United Nations Environment Programme, *GEO Yearbook 2004/5* (UNEP/GC.23/INF/2) (Nairobi, 2005).

3. We are now learning how those environmental impacts are aggravated by atmospheric pollution, acid precipitation and atmospheric concentration of greenhouse gases and why global climate change may pose the most serious threat of them all. The impacts are made worse by the urbanization of the world's

population, increasingly vulnerable to the natural disasters attributable to environmental degradation and global climate change. The social dimensions of current patterns of industrial development are increasingly noticed, as well. The world's unprecedented wealth of the few must be balanced against the poverty and social injustice suffered by billions, some of whom live in the richest countries. Today 1.2 billion people live on one United States dollar a day, with 3 billion more living on less than two dollars a day. The majority of the world's 150 million unemployed have no unemployment insurance or social protection. The richest 1 per cent of the world's population receives as much income as the poorest 57 per cent, and 54 countries are poorer than they were when Agenda 21 was signed in 1992.

> **Climate change is real.** There is now strong evidence that significant global warming is occurring. ... It is likely that most of the warming in recent decades can be attributed to human activities (IPCC 2001). This warming has already led to changes in the Earth's climate. ... The scientific understanding of climate change is now sufficiently clear to justify nations taking prompt action. ... Even if greenhouse gas emissions were stabilized instantly at today's levels, the climate would still continue to change as it adapts to the increased emission of recent decades. Further changes in climate are therefore unavoidable. ... We urge all nations, in line with the UNFCCC principles, to take prompt action to reduce the causes of climate change, adapt to its impacts and ensure that the issue is included in all relevant national and international strategies.
>
> Joint statement by the science academies, signed in 2005 by the national academies of Canada, the United Kingdom of Great Britain and Northern Ireland, Japan, Brazil, the United States of America, the Russian Federation and a number of others.

4. The present review should take account of the bleak employment record that has been produced by current industrial patterns. A sustainable economic future as promised by the Millennium Development Goals requires decent, sustainable jobs, but today, global unemployment is at a record high, with 185 million people out of work, 50 per cent of whom are under 24 years of age. Today, a total of more than 1 billion men and women (or one third of the total workforce) are unemployed, underemployed or working poor; of those, 60 per cent are women. This human tragedy is most severe in sub-Saharan Africa, but it also affects the OECD member countries, where millions are unemployed.

5. Workers in the "new world economy" are being increasingly relegated to precarious jobs that exist on a temporary basis and depend on low wages and unsafe conditions of work. Millions have informal and unprotected work as street vendors, in sweatshops, as casual labourers or at piecework in their homes, with no rights or social protection. Women continue to suffer discrimination: their pay is between 30 and 60 per cent less than men, and they make up the majority of workers in the harsh conditions of the world's export processing zones. A total of 245 million children go to work instead of to school, with some performing the most intolerable forms of labour, robbing them of any future and firmly entrenching them in a poverty trap.

6. Therefore, we ask the fourteenth session of the Commission to evaluate today's patterns of industrial development against standards of social dialogue and democratic governance. The deepening globalization of production and distribution has led to a world in which decisions are increasingly made by corporate directors or intergovernmental organizations far removed from the people, workplaces and communities that are affected. The capacity of national Governments to undertake direct development has meanwhile been reduced through free trade agreements and treaties, as well as by the increasing strength of large transnationals, leading to a lack of economic and political accountability at the highest levels.

> With today's technology, financial resources and accumulated knowledge, the world has the capacity to overcome extreme deprivation. Yet as an international community we allow poverty to destroy lives on a scale that dwarfs the impact of the tsunami.
>
> *Source:* United Nations Development Programme, "Overview", *Human Development Report 2005* (New York, 2005).

7. **Trade union rights.** The right of all workers to form or join their own organizations and to bargain collectively with employers is a major governance issue. Trade unions, which provide one of the few routes to worker participation in workplace decisions, continue to come under attack in many countries. In 2004 alone, 145 workers were killed because of trade union activity, according to the ICFTU annual survey of trade union rights violations. Added to this is documentation on over 700 violent attacks and nearly 500 death threats, with trade unionists in many countries facing imprisonment, dismissal and discrimination, or with legal obstacles to union organizing and collective bargaining denying millions of workers their rights. Such disturbing developments reveal the extent to which Governments and employers are prepared to suppress workers' rights to win a competitive edge in today's cut-throat global markets. The present review session can do much to counter the misconception that trade unions only cause economic upheaval or are a negative force for economic investment. The Commission can promote research into the economic benefits, including the investment appeal that strong trade unions can bring to countries.

8. **Prospects.** Evidence indicates that industrial development and patterns of energy production and consumption must change in favour of those that bring sustainability to workplaces and communities and that reverse the degradation of our natural environment. There are forces at the heart of our unsustainable way of life that resist change, but we also see signs of hope, some of which we identify in section III of the present report.

9. Trade union country-by-country sustainable development profiles indicate that some Governments are taking their commitments seriously, with action on the three pillars of sustainable development. However, broad statements and promises are not sufficient. We believe that quantum leaps are needed to make the transition to sustainable forms of industrial development. These require the political will of Governments, evidenced by their commitment to involve workers, trade unions and other major groups in civil society.

# III. Implementation of Agenda 21 and the Johannesburg Plan of Implementation concerning industrial development, energy for sustainable development and climate change

10. As industrial development creates and depends upon workplaces and work processes, the current review and policy cycle of the Commission must focus closely on those issues. Furthermore, employment and living standards related to industrial development must be seen as inextricably related social themes, since any changes to them are experienced first by workers and their communities.

11. **One illustration tells the story.** By early October 2005, the Department of Labor of the United States had released estimates that the two hurricanes, Katrina and Rita, were responsible for the loss of at least 363,000 jobs, negating any job growth in that nation. It is now estimated that the hurricanes have resulted in a net loss in employment of about 40,000. Job losses occurred in Mississippi and Louisiana; however, they also occurred in faraway Michigan, where layoffs of almost 3,000 auto workers were directly attributed to the hurricanes.

12. Efforts to make industrial development sustainable must begin at the workplace, which implies the joint involvement of workers and employers. For that reason, chapter 29 of Agenda 21 assigned workers and trade unions a crucial role, and the World Summit on Sustainable Development reaffirmed that workplace parties must be jointly involved, as change must build on the presence and knowledge of workers.

## A. Employment and livelihood as a focus of industrial development and energy policy

13. We ask the Commission to review, at its fourteenth session, the linkage between global poverty and the lack of jobs and also to review employment situations that are affected by poor working conditions, abuse of workers' rights, exploitation of women workers or insufficient social protection. The Summit asked Governments and social partners to take steps to ensure that industrial development contributes to poverty eradication and sustainable natural resource management, including income-generating employment. The review should therefore include the performance of Governments and social partners on the "decent work" agenda, which the International Labour Organization (ILO) World Commission on the Social Dimension of Globalization identified as the most significant route out of poverty. Decent work carried out on a basis of respect for fundamental workers' rights provides the empowerment that workers need to improve their living standards, participate in decisions affecting their lives and livelihoods and ultimately, to escape from poverty.

14. That emphasis was a major theme of the 2005 World Summit Outcome (General Assembly resolution 60/1), in which Member States affirmed the goals of full and productive employment and decent work for all as a central objective of both international policies and national development strategies. The same member States attending the presentation have already committed themselves to the decent work agenda, and the ILO Declaration on Fundamental Principles and Rights at Work, with a focus on eliminating child labour and guaranteeing women equal access to labour markets, sustainable employment and adequate labour protection.

In addition, in the light of the General Assembly's high-level dialogue on international migration and development to be held in 2006, the present session of the Commission should review measures that have been taken to protect the rights of migrant workers and their families.

> Globally and nationally, we need a strong focus on the decent work agenda as the most significant way out of poverty, as called for by the ILO World Commission on the Social Dimension of Globalization. Decent work, carried out on a basis of respect for fundamental workers' rights, provides the empowerment that women and men need to improve their living standards, to participate in decisions affecting their lives and livelihoods, and ultimately to work their way out of and escape from poverty.
>
> Statement by Guy Ryder, General Secretary of the ICFTU, 2005 World Summit, New York, 16 September 2005.

15. In that regard, we ask the Commission to establish that clean energy can no longer be viewed as simply "an environmental issue". Trade unions support the transition to clean energy for environmental reasons as well as for the promise it holds for revitalized national economies and employment. Investing in global markets of the future, rebuilding the infrastructure of our communities and increasing efficiency and productivity should be priorities for Governments that can be achieved through a clean energy economy, and unions are prepared to support that process. The development of new technologies and renewable energies will inevitably translate into new jobs, but there must be a recognition that decent jobs must be created, in the context of a well-developed social and physical infrastructure, provided through a strong, well-financed public sector.

16. **Climate change and a "just transition".** As global warming and climate change are specifically targeted for review, the Commission, at its present session, must pay attention to the serious impact that both mitigation and adaptation measures will have on workers, workplaces and communities. Climate events of the past year confirm warnings issued recently by the United Nations University's Institute for Environment and Human Security that as many as 50 million people worldwide will be displaced in the next five years owing to climate change and other environmental factors.

17. We are aware of studies that predict positive net growth in world employment in the long term, as losses due to climatic events are balanced against jobs created by disaster relief and mitigation measures; for example, as many as 800,000 such jobs are expected for Europe, with 155,000 in Germany alone by the end of 2005. However, we are also aware that sector and regional analyses point to possible massive job disruption in the short term, as many workers who lose their jobs will have little access to the new ones that will be created. This presents a challenge that must be addressed if workers are to support efforts to address climate change.

18. Support for decisive action on climate change will continue to be weak as long as we fail to address fear of loss of livelihood, living standards and vital social supports. For workplace action to materialize realistically on a scale required by

current scientific assessments of the climate crises, just employment transition is needed to shield workers and their communities from the immediate effects of change by providing them with transition pay, education and adjustment, decent alternative employment opportunities and bridged benefits and entitlements. A worker voice in transition planning will go a long way towards ensuring that no worker is asked to choose between his or her livelihood and a sustainable future. While creating this type of transition is clearly possible within industrialized countries, it will require twice the effort to set in motion a process for it to become a reality in the rest of the world as well.

19. We therefore ask the Commission at its fourteenth session to undertake a clear and frank review of the extent to which commitments to eradicate poverty address the social dimension of climate change measures; for example, targets included in the United Nations Framework Convention on Climate Change clean development mechanisms, joint implementation, emissions trading (ET) and other flexibility measures. At the same time, the review should ask why so little progress has been made towards a just transition, particularly since unemployment schemes and similar policy instruments have been in operation for over half a century, notably ILO Convention No. 122, the Employment Policy Convention, which commits member States to full, productive and freely chosen employment. Convention No. 122 has yet to be ratified by over half of the world's countries. A useful tool in this regard is the ILO-SES labour market security index, which ranks countries on the basis of conditions for labour market security, taking specific account of the structure, levels and expectations related to employment. For all the preceding reasons trade unions will raise "employment transition" as a major cross-sectoral theme for the present review.[1]

> 13 (1) Measures should be planned and taken to prevent the emergence and growth of unemployment or underemployment resulting from structural changes, and to promote and facilitate the adaptation of production and employment to such changes.
>
> (2) For the purpose of this Recommendation the term structural change means long-term and substantial change taking the form of shifts in demand, of the emergence of new sources of supply, national or foreign (including supplies of goods from countries with lower costs of production) or of new techniques of production, or of changes in the size of the labour force.
>
> International Labour Organization, Employment Policy Recommendation No. 122 (1964).

[1] Trade union 2006 sustainable development country profiles target government ratification of ILO Convention No. 122 and the recommendation on employment: see http://www.global-unions.org/pdf/ohsewpO_1d.EN.pdf. Trade union climate and energy country profiles that were produced for the Tenth Session of the Conference of Parties of the United Nations Framework Convention on Climate Change (Climate Change Convention) in December 2004 are available from http://www.global-unions.org/pdf/ohsewpP_9a.EN.pdf.

## B. Social dialogue and the clusters of the fourteenth session of the Commission on Sustainable Development

20. **The role of good industrial relations in industrial development.** We ask the Commission at its fourteenth session to review the contribution that good industrial relations makes to the achievement of sustainable development goals in the workplace. Genuine industrial relations require that trade unions and employers be independent. This means that employees must be able to choose their representatives, free from any interference by the employer or management. This also means that workers are able to choose their representatives, through a legislatively moderated process or through organizations that they own or control. Thus the quality of worker representation must be the subject of strengthening as part of the Commission's review.

21. More than anything, good industrial relations allow for worker participation, a key democratic principle supported by all groups in civil society. Worker and trade union participation (industrial democracy) must therefore be a part of the review of structures, processes and strategies that provide for ongoing cooperation between employers and workers' representatives. Sustainable industrial development depends on a workplace culture that is based on such preconditions as the right to meaningful participation, the right-to-know, whistle-blower protection and the right to refuse dangerous work or work that harms the environment.

22. Since the World Summit on Sustainable Development, trade unions have signed and begun to participate in agreements that involve tripartite social dialogue on energy efficiency, climate change and other sustainable development issues (see case studies below). The agreements have the effect of strengthening compliance, maximizing opportunity and reducing adverse impacts associated with some changes. They provide realistic models for Governments that intend to promote participation of workers in decision-making with respect to agreed environmental measures.

23. The present review must therefore take stock of the range of social dialogue outcomes that provide for a common commitment to positive action by workplace parties, key to which are the over 2 million collective agreements in force today. The agreements are supplemented in some countries by works councils and at the international level by framework agreements, all of which greatly increase trust, worker morale and participation and increase the possibility of substantial progress towards sustainable industrial development through the inclusion of energy and climate change-related targets.

# IV. Trade union implementation of Agenda 21 and World Summit on Sustainable Development outcomes

24. We ask that the Commission at its fourteenth session recognize the unique and important contribution that trade unions have made to the implementation of Agenda 21 and World Summit on Sustainable Development outcomes and, in particular, the work they have done to influence industrial development to reflect the social dimension of sustainable development through the promotion of decent work and adequate, dignified standards of domestic and community life. We ask that you review the extent to which Governments are providing an enabling environment

for workers, trade unions, employers and their communities to contribute to change towards sustainable patterns of industrial development, energy production and consumption.

25. By organizing workers and engaging employers in collective bargaining, the world's trade unions act directly to address problems of industrial development that emerge first and with the most impact in the workplace. Outside the workplace, we lobby for more and better jobs (including green jobs), with the protection of a trade union to contribute to decent work conditions, poverty reduction and socio-economic security. By introducing a measure of social dialogue and democratic governance to the workplace and larger society, we contribute to good industrial relations, a prerequisite for meaningful change in industry, and provide a collective vehicle through which workers and ordinary citizens can contribute to the Millennium Development Goals, which speak to quality education, health care, decent jobs and vital public services. We therefore ask the Commission at its present review session to take note of the following areas in which workers and trade unions have contributed in concrete ways to implementation of the thematic clusters chosen for its fourteenth session.

## A. Review of progress in implementation of strategies for democratic governance

26. A list of strategies and progress made in their implementation follows:

(a) **Progress when the national Government engages with trade unions and others.** There is much that workplace parties can do to bring about effective change in the workplace, but they require supportive national programmes. Progress has been made in this respect where Governments actively promote agreements for joint action between Government and employers.

- **A significant breakthrough.** The Government of Belgium has mandated worker and trade union input into the "flexible" Kyoto mechanisms it funds, the latest addition to a supportive national framework for trade union engagement. The decision by the Government of Belgium in July 2005 ensures that social and sustainability criteria are considered in flexible mechanisms, as its tendering strategy involves trade unions in monitoring investments, specifically to ensure compliance with the principles of the relevant ILO conventions. A technical committee comprised of Government, employers, non-governmental organizations (NGOs) and trade unions will ensure that social criteria are considered in follow-up procedures and that those procedures benefit development in the local communities. To ensure a balance between economic, environmental and social criteria, project documentation must include a letter of social responsibility, in which the project promoter(s) pledge(s) to respect the principles of the OECD Guidelines for Multinational Enterprises, the eight basic ILO conventions (addressing the fundamental rights at work), ILO Convention No. 155 on occupational health and safety and ILO Convention No. 169 on indigenous and tribal peoples. Social sustainability evaluation criteria include such areas as employment (quality, including quality of employment and compliance with labour standards), equality and access to essential services such as energy services. Economic sustainability include employment (quantity; number of jobs created), skills

development and so forth. Finally, promoters must ensure involvement of all affected organizations to ensure proper implementation, that is, trade unions, environmental organizations and local and indigenous communities.

**Government initiatives for Belgian and German trade union energy activities**

German unions and their national organization, the DGB, are collaborating with Government, environmental NGOs and employer federations in a programme to renovate buildings, contributing to climate protection measures, while creating sustainable jobs. The Alliance for Work and Environment aims to renovate 300,000 apartments, create 200,000 jobs, reduce $CO_2$ emissions by 2 million tons per annum and lower heating bills for tenants, landlords and the State by about $4 billion, through reduction of unemployment costs and increased income taxes etc. Those efforts are also documented in a study of a joint project, "The renovation of a building — a chance for climate protection and the labour market", conducted by Greenpeace Germany and the German Trade Union IG BAU. The immediate objective is to improve insulation of buildings and the use of advanced heating technologies and renewable energy, creating thousands of jobs in the construction, heating, sanitary and air-conditioning sectors, as well as in building services. Financing for the programme is provided by the Government of Germany, which will spend up to $1.8 billion in the next five years. In addition, $8 billion will be available through credits at favourable rates of interest. In September 2005, the Minister for Environment and Pensions of Belgium agreed to a plan proposed by the FGTB Belgian union centre to establish an energy conservation fund for the housing sector, to aim for goals comparable to those being achieved in Germany.

(b) **Progress in building tripartite social dialogue.** We ask the Commission at its fourteenth session to recognize the agreements in which trade unions are participating that involve tripartite social dialogue (i.e. Government, trade unions and employers) on climate change and other sustainable development issues to strengthen compliance, maximize opportunity and reduce adverse impacts associated with change. The agreements provide realistic models for Governments that intend to promote the participation of workers in decision-making relating to sustainable development.

- **Models of tripartite dialogue.** A March 2005 agreement between the Government of Spain, employer organizations and the country's two central trade union organizations, the Confederación Sindical de Comisiones Obreras (CCOO) and the Unión General de Trabajadores (UGT) created a tripartite social dialogue to strengthen compliance and identify opportunities and adverse impacts associated with the Kyoto Protocol. A "dialogue table" with formal representation from the ministries of finance, industry, commerce, labour and environment will monitor and assess projects related to the climate change "national allocation plan" of Spain, with a specific mandate to prevent, avoid or reduce the potentially adverse social effects that might result from

compliance with the Kyoto Protocol, in particular those related to competitiveness and employment. The dialogue table thereby provides a model for Governments to address social and employment impacts of measures to mitigate or adapt to climate change through employment transition measures to care for workers and communities displaced by these changes. The agreement creates subsidiary dialogue tables within seven identified industrial sectors, each with the power and responsibility to act and make recommendations. In addition, in Belgium, the Flemish Government has formalized an extensive consultation and discussion process with representatives of civil society (employers and environmental associations, trade unions, etc.) about climate change, in a very significant bottom-up approach that was the subject of a special presentation at the Eleventh Session of the Conference of Parties to the Climate Change Convention.

(c) **Positive communication among Commission on Sustainable Development major groups.** National governance for change has been most effective where it is supported by dialogue and change within civil society, led by local government. Trade unions are building multi-stakeholder alliances at the local, national and international levels to identify and dialogue on problems, raise public awareness, design alternatives, and monitor and report on progress.

- **A significant initiative.** Our trade union sustainable development country profiles (see section D below) provide the means to track the performance of Governments on a wide range of indicators. Our aim is to create frameworks for action tailored to national and local realities and to guide workplace and community initiatives. Also, consultations with other major groups at the thirteenth session of the Commission resulted in a commitment to a continuing dialogue to explore joint approaches, research and information-sharing. An agreement with the Cornell Global Labor Institute (Cornell University) will lead to collaborative strategies between major groups sectors at the fourteenth session of the Commission.

(d) **Implementation through cooperation with employer groups.** Trade unions and their central organizations have cooperated with employer groups at the national, regional and international levels to promote sustainable development goals.

- **Concrete example.** The International Union of Food and Agricultural Workers (IUF) has joined with pesticide companies to assess the Global Crop Protection Federation pilot of safe use projects in Guatemala, Kenya and Thailand. The project trains pesticide users and medical personnel, agricultural technicians and others on safe pesticide use. The project implements a commitment to "product stewardship" through the life cycle of the product, from manufacture to disposal. In addition, an agreement to combat HIV/AIDS has been reached between the ICFTU and the International Organization of Employers (IOE). Now regional and national components of these bodies have signed agreements of their own, to focus on implementation. The African Regional Organisation of the ICFTU (ICFTU-AFRO) has a five-year plan on AIDS which focuses on workers in the road and maritime transport, agricultural communities, plantations, commerce and hotel sectors. It includes on-the-job training, health and hygiene programmes, alliances with AIDS

associations and information campaigns directed at Governments, employers and workers.

(e) **Progress on chemical information.** Trade unions have collaborated with employers, Governments and international agencies to improve the worker and community "right-to-know" about chemicals and other substances introduced every year into the industrial workplace and natural environment.

- **Concrete achievements.** Trade unions cooperated with Governments and employers to produce the United Nations-sponsored Globally Harmonized System for Classification and Labelling of Chemicals (GHS), which promotes common criteria for classifying chemicals according to their health, physical and environmental hazards, and to encourage the use of compatible labels, material safety data sheets and other hazard communication information. A similar initiative is now targeting persistent organic pollutants. The European Trade Union Confederation (ETUC) is participating in the chemical substance policy review of the European Union Commission with the goal of a comprehensive system for the registration, evaluation and authorization of chemicals.

(f) **Implementation through a trade union HIV/AIDS campaign.** We ask the Commission at its fourteenth session to note the manner in which trade unions are applying their organizing potential to address the HIV/AIDS pandemic and other threats to public health. Our strategies are based on the belief that such threats can be best addressed by strengthening linkages between workplace and public responses. Trade unions are using *An ILO Code of Practice on HIV/AIDS and the World of Work* as a guide to coordinate efforts to implement workplace measures to address this pandemic, and they have drawn attention to the link between HIV/AIDS and such basic services as water and sanitation. For example, over half of all newly infected victims are between the ages of 15 to 24 years and live in areas that lack safe drinking water or hygienic sanitation facilities. An international steering committee of global unions coordinates implementation efforts through joint workplace agreements, actions and committees. Current drafts of country-by-country HIV/AIDS profiles are available in English from http://www.global-unions.org/pdf/ohsewpT_4a.EN.pdf.

(g) **Positive action through international agencies.** We ask the Commission at its fourteenth session to recognize that trade unions, employers and communities have been able to act together through international agencies, particularly where such agencies have provided a supportive international framework for joint action.

- **A case of continuing cooperation.** Business and trade union organizations continue to cooperate on sustainable development issues in such international agencies as the Organization for Economic Cooperation and Development, the International Labour Organization, the United Nations Environment Programme and the World Health Organization. The collaboration dates back to an OECD climate change meeting in 2000, when the Business and Industry Advisory Committee and the Trade Union Advisory Committee to the OECD agreed to jointly urge Governments to seek cooperation between ILO, OECD, the European Union and others (e.g. UNEP) to study the employment implications of climate change. A follow-up conference in 2001 between trade union and business representatives reviewed research on the social and

employment impacts of climate change and climate change measures and proposed further work. Following those efforts, a 10-month study on the impacts of climate change and $CO_2$ reduction policies on employment and other activities in 25 EU countries will soon be conducted under the auspices of the European agency, SDA, jointly undertaken by the European Trade Union Confederation (ETUC), the French consultancy, SYNDEX, the German Wuppertal Institute and the Spanish institute, ISTAS. The project is co-financed by the European Commission and Belgium, Finland, France, Italy, Spain and the United Kingdom.

## B. Review of progress through joint workplace structures and processes

27. Joint workplace structures and progress in their implementation are reviewed below:

(a) **Implementation through joint workplace actions and assessments.** Workers, employers and families have become more responsible personal consumers of energy and other resources where joint workplace action has served as a springboard to change consumption patterns at the community level. Since three quarters of all greenhouse gases come from manufacturing, energy production or supply, transport and construction, joint workplace action can be instrumental in changing patterns in those sectors, including personal energy consumption in travelling to and from work.

- **A specific example.** Workplace assessments and auditing, tools yet to be developed for measuring workplace performance, can provide the basis for joint plans of action on social and environmental issues ranging from the simple (e.g. workplace water, energy and resource usage) to the complex (e.g. technology, employment issues or matters related to social security and public health). The issue is relevant for a review year because their development can build on a similar tradition in the field of occupational health and safety, where much workplace assessment progress has been recorded throughout the world over several decades. Employers and trade unions that have worked together on occupational health and safety can now be encouraged to:
  - Set priorities at specific worksites or across sectors on such issues as water, energy, transportation, toxic substances, wastes, and public and occupational health, as well as participation and basic security
  - Plan, design and implement programmes that apply sustainable development targets to the specific realities of a workplace
  - Monitor and track progress
  - Provide for effective, credible reporting that can feed into local, national and international reporting for sustainable development

(b) **Implementation through social dialogue and community planning.** We ask the Commission at its fourteenth session to take note of trade unions' contribution to dialogue, collective planning and change in both the workplace and

community. It should be noted that local government has demonstrated its capacity to lead such a process, when they are provided the necessary resources.

- **Concrete example.** The Unión General de Trabajadores and the Confederación Sindical de Comisiones Obreras are cooperating with local environmental councils and local government to raise awareness about urban transport and to generate worker and workplace-centred solutions. It includes the "Dia europeo sin coches", a day every September that is lived without the private automobile. This has spread across Europe, not only raising public awareness, but also allowing partners to experiment with alternate ways of designing urban affairs; e.g. planning for proper intermodal connections. UGT and CCOO have produced a guide entitled *El Transporte al Centro de Trabajo* as an educational support for union members to discuss problems of urban transport, urban planning and land use, with solutions and practical alternatives promoted through collective bargaining. They also work with the Institute for Energy Alternatives (IDEA) on energy saving ideas, and more sustainable forms of transportation to and from work.

(c) **Implementation through community campaigns.** We ask the Commission at its present session to begin a long-needed review of the effects of privatization schemes and related developments on accessibility and quality of vital services. Trade unions have provided leadership to community campaigns in support of quality public service, calling on Governments to provide the financial and regulatory support that is required for their upkeep.

- **Trade union resources.** A significant contribution to the present review can be made by Public Services International (PSI), a global union federation of 20 million workers in 150 countries, many of whom work to deliver such vital services as water and energy. PSI has taken the lead, with national affiliates, in information and organizational campaigns to build awareness and expose the fallacies associated with the privatization and downgrading of services. It has partnered with hundreds of community groups, research groups and environmentalists in cities and countries around the world to lobby Governments to retain public ownership and improve services. The Public Services International Research Unit (PSIRU) has engaged in cutting-edge research into public sector issues, producing dozens of studies annually. Those studies are available from http://www.psiru.org/reportsindex.asp.

(d) **The value of collective agreements.** While trade unions and employers have developed a variety of tools for positive change at the workplace, by far the most important and effective instruments are the over 2 million collective agreements that have been negotiated, many of which refer directly to sustainable development goals.

- **A concrete instrument.** Industrial relations (i.e. relations between employers and trade unions) are a cornerstone in the process of industrial development. A collective agreement is a legal contract between employers and trade unions as bargaining agents for units of workers, within the industrial relations context (see section B). Increasingly, such agreements are including "green" or "sustainability" clauses incorporated into best practice models for sustainable production and consumption. Some have now evolved into company-wide and sectoral agreements, providing a basis for joint health, safety and environment committees, works councils and safety (and environment) representatives, as

well as providing for education, training and information exchange. One of the earliest, in the brewing industry, was between the Philippines Congress of Independent Organisations-Associated Labour Unions and San Miguel Corporation and provided for labour-management cooperation in all matters relating to the environment. Since then, a growing number of green agreements have been signed throughout the world.

**Sample environmental clause from a collective agreement**

The following excerpts are from an agreement between the following parties:

Local 855 Canadian Communications Energy and Paperworkers' Union and Hinton Wood Products Sawmill and Hinton Pulp Companies in Hinton, Canada

(Companies owned and operated by West Fraser Timber Company, Limited)

**24:10 Joint Environmental protection in communities**

24:10 (a) The joint environmental protection committee will consist of equal representation from the company (Pulp Mill and Hinton Wood Products) and the Union, along with representations from Forest Resources.

24:10 (b) The committee will meet as often as necessary but at least once a month to discuss and act upon local environmental concerns and problems.

24:10 (c) Any employee who has reason to believe that one (1) or more aspects, in whole or in part, of his/her employer's work, undertaking or business constitutes an immediate or long-term environmental threat and who, consistent with the reason or belief communicates with the joint environmental protection committee:

(i) For the purpose of advising of the existence of the environmental threat, or

(ii) For the purpose of providing information as to the nature, scale, scope, level, type of, or otherwise clarifying the environmental threat; shall not be subject to any recriminatory, discriminatory or other action in the nature of a reprisal, by the employer or by any other person acting on behalf of the employer. If the foregoing does not prove satisfactory to the employee, the employee will have the option to communicate with the appropriate government organization(s) without threat of recrimination, discrimination or other action in the nature of a reprisal, by the employer or by any person acting on behalf of the employer.

(e) **Implementation through framework agreements.** We ask the Commission at its fourteenth session to take note of the 41 international framework agreements and additional works councils that have been negotiated on a company, sectoral or international basis between national and international trade union bodies and some of the world's largest transnationals. In the past decade, numerous such agreements have been signed, which like the European Works Council agreements, provide for health and safety and environment committees and representatives, as well as for education, training, and information exchange.

- **A concrete example.** One of the first framework agreements was signed in 1988 in the food sector between the French multinational Danone and the International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations. A recent revision allows Danone to reduce capacity, while protecting employment, providing a model for global restructuring. Since then, a large number of agreements have been signed: for example, the International Chemical, Energy and Mining Federation has concluded agreements in the mining industry that secure the right of a trade union to monitor a company's global performance and address breaches with corporate headquarters — a significant departure from earlier codes of conduct that lacked monitoring and enforcement procedures (see annex).

## C. Review of implementation through self-directed trade union activity

28. A review of implementation through self-directed trade union activity follows:

(a) **Implementation of environmental and quality labelling.** We ask the Commission at its fourteenth session to take note of progress trade unions have made by taking action on their own to change industrial patterns. Such initiatives are most successful, however, when they occur in a context of joint workplace agreements and good industrial relations.

- **A leading example.** An initiative by the Swedish Confederation of Professional Employees (TCO) has shown how sustainable patterns of production and consumption can be promoted through environmental and quality labelling of office equipment and procedures to promote a healthy office environment. Voluntary labelling projects administered through the TCO Development Unit have been developed in close cooperation with experts, researchers and manufacturers as initiatives designed to change market demand. The TCO'99 label is now affixed by all major manufacturers on computer terminals and equipment, indicating high standards in low energy use and emissions, as well as visual ergonomics and ecological features — all based on the input of workers who use the equipment. Its latest project, a labelling programme for mobile phones, focuses on high standards for communication, visual and ergonomic factors and for low emission and ecological performance.

(b) **Reaching beyond industrial relations through an international labour foundation for sustainable development.** We ask the Commission at its fourteenth session to recognize the valuable work of foundations and institutes created by trade unions to advance sustainable development through workshops and conferences that bring together trade unionists and community supporters from

around the world. This is significant for the Commission's review because the underlying function of those structures is to support the work of trade unions, within industrial relations processes.

- **An international initiative.** Founded in 2004, the International Labour Foundation for Sustainable Development (Sustainlabour), is the first international organization of its kind to promote sustainable development objectives specifically from a trade union perspective, placing a priority on work, workplaces and community action. The Foundation has inaugurated a series of regional workshops on worker issues related to sustainable development, beginning with one in Buenos Aires, Argentina, in December 2004 for South American participants. Sustainlabour has recently signed an agreement with the United Nations Environment Programme to host a global trade union assembly to clarify environmental sustainable development objectives for workers and workplaces and to strengthen implementation through various institutional and political mechanisms. The assembly will provide recommendations to the Governing Council of UNEP in February, 2006. In 2004, the European Trade Union Confederation created the first-ever permanent trade union committee on sustainable development, which has since become a model for other regional bodies to follow.

(c) **Positive action to promote children's rights.** We ask the Commission on Sustainable Development at its present session to take note of concrete action taken by trade unions to promote their vision of a world free of child labour, where every child has access to decent schooling and their rights are respected.

- **An example.** In 2003, the International Federation of Building and Wood Workers (IFBWW) launched its non-profit company, CHILD LEARN (Child Labour Elimination Resource Network), in Agra, India, which has succeeded in placing 2,200 children currently at work in the Indian states of Bihar, Punjab and Uttar Pradesh into 15 schools sponsored by the Federation with the support of the Construction, Forestry, Mining and Energy Union (CFMEU) of Australia, BAT-Kartellet of Denmark, FNV and FNV Bouw of the Netherlands and the Canadian Labour Congress (CLC) of Canada. In addition, local union campaigns highlight the plight of child labourers and the lack of schools. Around the world, an estimated 171 million children from 5 to 17 years of age work, subject to hazardous conditions, excessive workloads, work intensity and excessive hours of work. Of those, 8.4 million are trapped in the worst forms of child labour as defined in ILO Convention No. 182, including some 5.7 million in forced and bonded labour.

(d) **Building on linkages between occupational and public health.** Concern about increasing environmental contamination is leading to the realization that industrial threats to worker health are directly linked to public health issues and costs. Very often public health matters can best be addressed by trained joint workplace committees working with community members to identify and evaluate social and environmental problems and to plan and implement work-based and community solutions. Quite often, such solutions involve campaigns organized at the local, national and international level, in cooperation with NGOs and other groups in civil society on such issues as HIV/AIDS and asbestos. Trade unions view the building and strengthening of the current ILO-related occupational health and

safety regimes, nationally and in workplaces, to be a cornerstone for strengthening occupational and public health links.

- **A campaign.** The environmental risks to human health caused by industry can be clearly seen in the case of asbestos, which claims over 100,000 workers every year, with 25-30 year latency periods and with mortality rates expected to rise. In 2005, after years of research, education and lobbying, the ICFTU launched a campaign for a total worldwide ban on the production and use of asbestos following a ruling by the World Trade Organization against an appeal by Canada of a ban by France that paved the way for more countries to support a worldwide ban. Trade unions are now working to build international support for ILO instruments regarding asbestos and a credible research programme on asbestos substitutes. At the same time, we are asking for just transition programmes for workers who produce asbestos or are exposed to products and for their communities. Asbestos country profiles are available from http://www.global-unions.org/pdf/ohsewpL_6.EN.pdf.

(e) **Raising awareness through the International Commemoration Day for Dead and Injured Workers.** An extensive trade union initiative undertaken by the ICFTU and TUAC to raise awareness of the dangers of unsustainable practices is the annual 28 April International Commemoration Day for Dead and Injured Workers, first inaugurated at the Commission on Sustainable Development in 1995. On its tenth anniversary in 2005, over 10,000 activities were organized by the ICFTU and global unions in nearly 110 countries or regions, reaching more than 6 million people (see activities report at http://www.global-unions.org/pdf/ohsewpH_1a.EN.pdf). It has proven an effective way to raise awareness for the promotion of sustainable workplaces. Activities in 2005, for example, focused on occupational health and safety problems and solutions. The theme, "Prevention through employer accountability", asserted that employers could no longer ignore the serious toll indicated by ILO statistics which show that more than 2 million workers die each year from occupational accidents and work-related diseases, with some 160 million new cases of work-related illness annually. Events targeted a passive attitude demonstrated by Governments that are lax in adopting legislation or ratifying relevant ILO instruments. The ILO and 12 countries have formally recognized 28 April as their occupational health and safety observance day, and trade unions are supporting moves to have the United Nations formally recognize 28 April as an international commemoration day.

(f) **Progress through trade union action on the oceans and seas.** We ask the Commission at this review session to consider action taken by trade unions in cooperation with local authorities and other groups in civil society to correct the lack of government response to the plunder and deterioration of our oceans and seas owing to irresponsible shipping practices.

- **Direct action by a global union.** The International Transport Workers' Federation (ITF) trains and places inspectors on ships to ensure compliance with international standards and agreements. It responds to abuses under flags of convenience, by which means certain Governments offer themselves as countries of registration to allow owners to evade safety, social and environmental regulation. These now account for a major portion of sea transport, even though the seventh session of the Commission on Sustainable Development in 1999 noted the dangers they posed. In lieu of genuine

international enforcement or an international inspectorate under the International Maritime Organization, the International Transport Workers' Federation operates a system of 140 full-time ITF ships' inspectors, who inspected more than 7,000 ships in 1999, taking industrial action against ships in ports of 30 countries. This has prompted some Governments to set up port State control systems with which ITF inspectors cooperate.

(g) **Progress through trade union education and research.** We ask the Commission at its fourteenth session to take note of trade union efforts to promote sustainable patterns of industrial development through research and education directed at their members and the community.

**Danish trade unions research readjustment initiatives**

Building on its experience and role as a workplace partner in efforts to improve both working and external environment, the United Federation of Danish Workers (3F) is working to ensure that sustainable development planning includes employment readjustment. A 3F report, *Environment, Energy and Employment*, demonstrates how 29 initiatives by local and national authorities could create 35,000 new jobs including: filters on diesel-powered vehicles and trains (3,900 jobs), new energy standards for buildings (5,200 jobs), new building insulation requirements (8,500 jobs), ocean windmill parks (1,800 jobs), agricultural/horticultural standards (1,800 jobs) and geothermic energy (880 jobs).

- **Examples.** The Japanese Trade Union Confederation (JTUC-RENGO) has initiated nationwide programmes to educate workers and encourage environmentally friendly patterns at work and home. The Federation of Independent Trade Unions of Russia (FNPR) and LO-Norway have piloted courses for workers on cleaner production to train Russian engineers and advisers in cleaner production technology, waste minimization, energy conservation and sound ecological processes. The European Trade Union Confederation has established a permanent trade union committee on sustainable development, with climate change as a major focus, to undertake a major study of employment impacts of climate change, identifying strategic policy avenues for job creation and environmental protection.

## D. Recognize the potential in trade union country-by-country profiles

29. Defining and coordinating national-level and workplace-level actions to implement sustainable development has been a top priority for trade unions since the World Summit on Sustainable Development. A series of country-by-country profiles have been developed on specific topics aligned with the three pillars of sustainable development to serve as a basis for comparable analyses and frameworks for action, and are now being maintained and circulated by an agreement between the Global Union Research Network (GURN), the ICFTU,

Sustainlabour and TUAC. The sustainable development profiles serve as a hub for integrating information in the other profiles.

30. The profiles were first produced and circulated at the twelfth session of the Commission in New York in 2004, at which time a voluntary peer review process was initiated involving other major groups. This allowed for the creation of a new version of the profiles in time for the thirteenth session, when the 2005 sustainable development profiles were posted on the Internet in three languages.

31. The major group peer review process now continues, with updated versions of the profiles prepared for the present session. For example, the draft energy, climate and industrial development profiles are available from http://www.global-unions.org/pdf/ohsewpO_1d.EN.pdf. The 2006 version of the profiles will point to a host of "companion" profiles, including the climate and energy profiles prepared for the Conference of Parties to the Climate Change Convention; industrial development and occupational health and safety; occupational health country and safety profile; occupational health and safety profile annex background; 28 April International Commemoration Day activities summary profile; industrial development and asbestos: industrial development and HIV/AIDS; industrial development and trade union rights; and industrial development and enterprise responsibility and accountability. The profiles can be viewed on the website of the secretariat of the Commission (http://www.un.org/esa/sustdev/mgroups/tu_cprofiles).

## V. Lessons learned — trends observed — obstacles to overcome

32. Trade unions see opportunities to promote implementation of sustainable development goals in the thematic cluster of issues of the current implementation cycle. We believe that barriers and shortcomings to implementation can be addressed by the following:

1. **More integration and coherence in approaches by Governments and major groups** to combine the social, environmental and economic dimensions of sustainable development. Countries that support principles, agreements or conventions in one forum should be prepared to endorse them at the Commission, the Conference of Parties of the Climate Change Convention and others.

2. **Greater involvement of workers and their representatives in workplace action.** As workplaces are the focal point of industrial development, Governments and other stakeholders must make a greater effort to identify and overcome barriers that inhibit worker and trade union participation in positive action for sustainable development objectives in their places of work, in accordance with World Summit on Sustainable Development outcomes. This implies good industrial relations and respect for trade union rights.

3. **Commitment to employment creation in accordance with the Millennium Development Goals.** Full integration of environment, social and economic planning for poverty eradication requires a commitment to the creation of decent work as defined by the ILO to include the promotion of rights at work, secure employment, social protection and social dialogue.

4. **Supportive frameworks for good industrial relations.** As worker engagement is critical to positive change in the workplace, good industrial relations must form an integral part of any strategy to turn industrial development towards sustainability.

5. **Building on links between workplace and community.** Knowledge, tools and strategies developed through joint approaches to occupational health and safety are part of a rich tradition of joint approaches to identifying and resolving health and safety problems that can be applied to broader sustainable development issues.

6. **Providing for employment transition wherever sustainable development plans may jeopardize jobs.** A just employment transition for workers and communities is crucial if initiatives to reduce greenhouse gas emissions are to succeed on a scale required by the current climate crises. It is needed to transform fear of job loss into broad-based support.

7. **Greater enterprise accountability and responsibility.** Employers and business must reach beyond current models of regulation and voluntary action and adopt new forms of governance that are transparent, accountable and participatory, which can be best achieved through good industrial relations and cooperation based on worker representation, functioning within national legislative and enforcement frameworks.

8. **A leading role for Government.** Good governance for sustainable industrial development requires that Governments take responsibility for oversight, regulation, economic policy and provision of public services and that they encourage national and local dialogue. Democratic processes are a key ingredient, but can thrive only in an industrial environment where workers are guaranteed basic rights at work and in a context of community-level dialogue and change.

9. **Supportive international frameworks.** With the increasing globalization of industrial development, clear sustainable development mandates must be provided to such international bodies as the OECD, ILO, UNEP and WHO. Global financial and trade institutions such as the World Bank and the World Trade Organization must be required to cooperate more closely with ILO and the rest of the United Nations system to ensure that trade and development policies promote sustainable development objectives.

10. **Ratification and implementation of international covenants and agreements.** Industrial development within the new global economy requires stronger commitment to international standards and agreements relating to the following: community development; occupational and public health; safety and environment; social and employment issues; workplace hazard management issues; company responsibility and oversight; human, worker and trade union rights; and civil society participation.

## Annex

### Codes of conduct/framework agreements between transnational companies and global union federations*

| Company | Employees** | Country | Branch | Global Union Federation | Year |
|---|---|---|---|---|---|
| Danone | 100,000 | France | Food Processing | IUF | 1988 |
| Accor | 147,000 | France | Hotels | IUF | 1995 |
| IKEA *** | 70,000 | Sweden | Furniture | IFBWW | 1998 |
| Statoil | 16,000 | Norway | Oil Industry | ICEM | 1998 |
| Faber-Castell | 6,000 | Germany | Office Material | IFBWW | 1999 |
| Freudenberg | 27,500 | Germany | Chemical Industry | ICEM | 2000 |
| Hochtief | 37,000 | Germany | Construction | IFBWW | 2000 |
| Carrefour | 383,000 | France | Retail Industry | UNI | 2001 |
| Chiquita | 26,000 | USA | Agriculture | IUF | 2001 |
| OTE Telecom | 18,500 | Greece | Telecommunication | UNI | 2001 |
| Skanska | 79,000 | Sweden | Construction | IFBWW | 2001 |
| Telefonica | 161,500 | Spain | Telecommunication | UNI | 2001 |
| Merloni | 20,000 | Italy | Metal Industry | IMF | 2002 |
| Endesa | 13,600 | Spain | Power Industry | ICEM | 2002 |
| Ballast Nedam | 7,800 | Nethrlds | Construction | IFBWW | 2002 |
| Fonterra | 20,000 | N.Zealand | Dairy Industry | IUF | 2002 |
| Volkswagen | 325,000 | Germany | Auto Industry | IMF | 2002 |
| Norske Skog | 11,000 | Norway | Paper | ICEM | 2002 |
| AngloGold | 64,900 | S.Africa | Mining | ICEM | 2002 |
| DaimlerChrysler | 372,500 | Germany | Auto Industry | IMF | 2002 |
| Eni | 70,000 | Italy | Energy | ICEM | 2002 |
| Leoni | 18,000 | Germany | Electrical/Automotiv | IMF | 2003 |
| ISS | 280,000 | Denmark | Blding Clean/Maint. | UNI | 2003 |
| GEA | 14,000 | Germany | Engineering | IMF | 2003 |
| SKF | 39,000 | Sweden | Ball Bearing Defence | IMF | 2003 |
| Rheinmetall | 25,950 | Germany | /Auto/Electronics | IMF | 2003 |
| H&M | 40,000 | Sweden | Retail | UNI | 2004 |
| Hennes & Mauritz Bosch | 225,900 | Germany | Automotive / Electronics | IMF | 2004 |
| Prym | 4,000 | Germany | Metal | IMF | 2004 |
| SCA | 46,000 | Sweden | Manufacturing | ICEM | 2004 |
| Lukoil | 150,000 | Russia | Paper Industry | ICEM | 2004 |
| Renault | 130,700 | France | Energy / Oil | IMF | 2004 |
| Impregilo | 13,000 | Italy | Auto Industry | IFBWW | 2004 |

| | | | | | |
|---|---|---|---|---|---|
| Electricité de France (EDF) | 167,000 | France | Construction | ICEM /PSI | 2005 |
| Rhodia | 20,000 | France | Energy Sector | ICEM | 2005 |
| Veidekke | 5,000 | Norway | Chemical Industry | IFBWW | 2005 |
| BMW | 106,000 | Germany | Construction Auto Industry | IMF | 2005 |
| Total employees | 3,272,750 | | | | |

Sorted by year of concluding / signing the agreement © Robert Steiert (IMF) / Marion Hellmann (IFBWW) – 2005

* Some GUF's call the agreements "Framework Agreements" not Codes of Conduct because there had been only a few principles fixed in the first agreement which often have been extended by additional agreements. In the case of Danone, for example, the first agreement of 1988 has been extended by 6 other agreements.

** Employee figures are mainly taken from official company's websites. The overview shows the number of employees who are directly employed by this company. Some agreements also have effects on franchising, sub-contracting companies and suppliers in the supply chain. In these cases the number of people affected by the agreement is of course higher.

*** The IKEA agreement covers also suppliers to IKEA and the whole supply chain as well as the IKEA owned Swedwood-Group. Altogether about 1,000,000 employees might be covered.

In addition to the IFA's listed above there are agreements between the European Metalworkers' Federation (EMF) and General Motors Europe as well as Ford of Europe. These agreements contain the Core Labour Standards as well but are only valid for the European plants of General Motors (Opel) and Ford of Europe.

Explanation

| | | |
|---|---|---|
| ICEM | = | International Federation of Chemical, Energy, Mine and General Workers Unions |
| IFBWW | = | International Federation of Building and Woodworkers |
| IUF | = | International Union of Food, Agricultural, Hotel, Restaurant, Catering, Tobacco and Allied Workers' Associations |
| IMF | = | International Metalworkers' Federation |
| PSI | = | Public Services International |
| UNI | = | Union Network International |